

## **COMMERCIAL ACTIVITIES CARE TEAM IS WORKING FOR YOU**

As part of the Commercial Activities A-76 Study here at Fort Detrick, a Commercial Activities Review and Evaluation (CARE) Team was established in November of 1999. This team was comprised of employee representatives from the Directorate of Installation Services, Directorate of Community Services, the Directorate of Resource Management, the Safety, Environment and Integrated Planning Office, the Civilian Personnel Advisory Center, the Directorate of Security, Plans and Operations, the Staff Judge Advocate's Office, and the U.S. Army Medical Research Acquisition Activity.

The original CARE Team met and worked throughout the CA Study process addressing issues that could affect the workforce. They brought questions and issues to the table that were dealt with as necessary to resolve problems or initiate actions ensuring the workforce's interests were addressed. Many issues were elevated to the Commercial Activities Steering Committee (CASC), the Board of Directors or the Commander for action and/or decision. This team also assisted in the review of the Performance Work Statement (PWS) adding, deleting, or identifying narratives that required change to ensure all functions were properly identified. They were the voice of the general workforce at combined meetings with the CASC, and promoted many valuable issues that strengthened our PWS, and overall study integrity.

At this point in the study the CARE Team has been reconvened, with a new perspective and new goals. New members have been added to help improve the current direction which the CARE Team is working toward. The emphasis now is on the wellness of the workforce and to ensure every employee has the information required to make decisions to do what is best for them, depending on how the study may go. The newly assigned members have expertise in specific areas and will focus on identifying programs available to the employees and to ensure all necessary assistance available to them is publicized. They will work to initiate and provide briefings and assistance to the workforce in areas such as communication of information, benefits and counseling awareness, various training that is available, and other areas where assistance could benefit the employees.

The CARE team will meet once every two weeks to discuss the programs available and initiate plans to get the information to the workforce. In the coming weeks you will start to see and hear information about these programs and where you can get assistance. One thing to remember, the information and programs will be available to you, but it's up to you to take advantage of them.

For example: For those employees who may not have access to a computer to review automated benefit program information, there will be times scheduled for you to use computers at a designated area, and be assisted by someone who can help you gain access to what you are looking for. There will be more information publicized on where to go to get assistance or when to attend briefings on employee benefits. There will also be more informational briefings on Reduction In Force procedures and Right Of First Refusal.

The CA study has been a long and stressful process. But the fact is DoD has directed it to take place, and we must see it through to the end. We don't know what the outcome may be, but we all individually must be prepared to accept the final decision. We do have control of our future if we only take advantage of the programs in place for us.

The CARE Team has been an essential part of our study and should be commended for their participation and positive attitude while working through the difficult process. The following is a list of the current CARE Team members for your information. Please contact one of them if you have any questions or issues relative to the CA Study.

**Primary members:**

LTC Denise McCollum, RM, X7184  
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**Alternate Members:**

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**Members On-Call:**

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